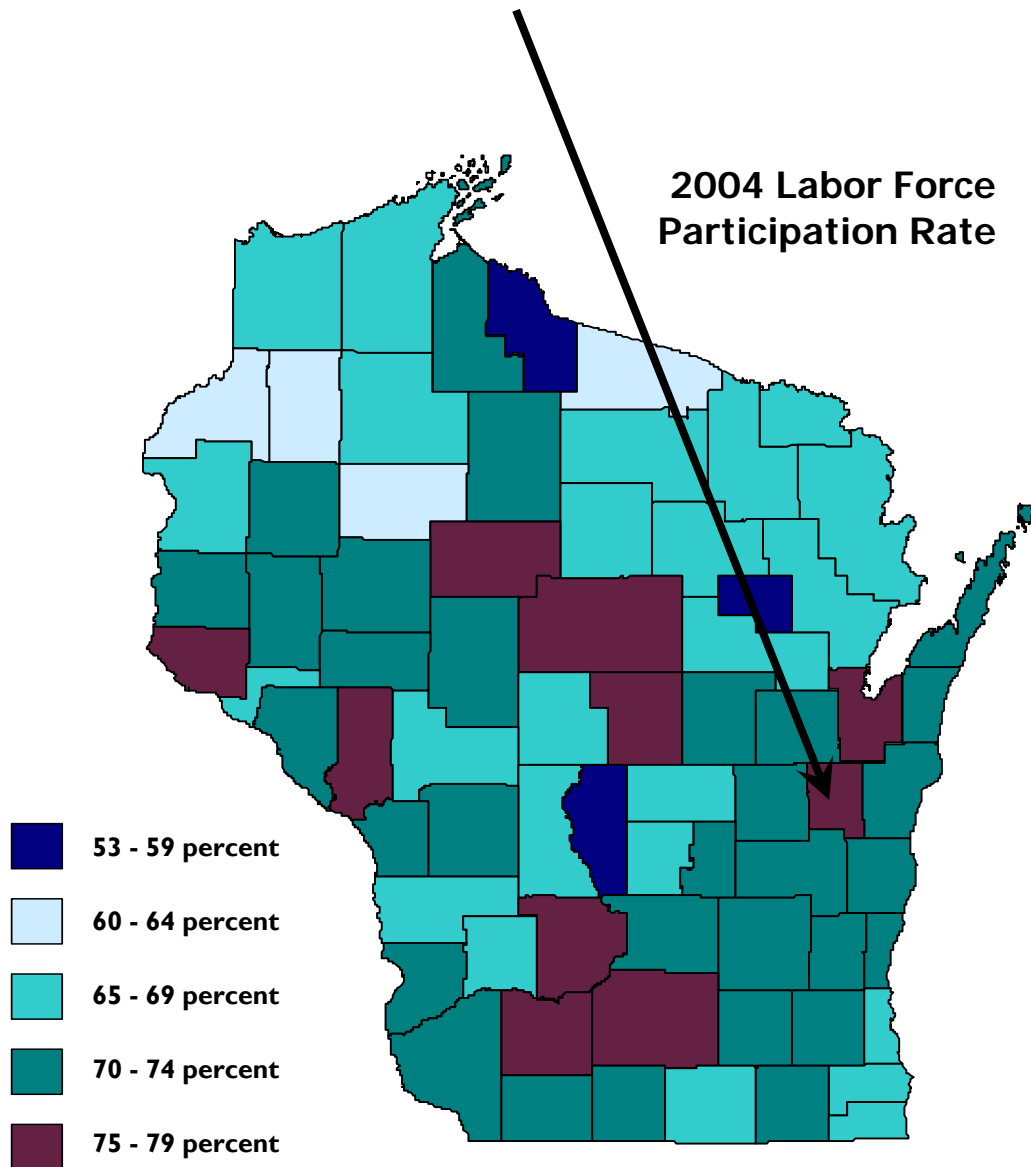


Calumet County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Dick Seidemann
Office of Economic Advisor
3620 Wilgus Av.
Sheboygan, WI 53081
920.208.5809
Richard.Seidemann@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10600-P

County Population and Labor Force

Since 2000, Calumet County's population growth grew at over twice the rate of either the State of Wisconsin or the United States. Between 2000 and 2005 the county has grown by 4,537 residents. The projected growth rate for the county is expected to continue to be above both the state and national rate through 2020. Growth over the 2000 to 2020 period will be about 150 percent of the national level. Overall growth in the county is expected to increase by 31.6 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

The percent of the population aged 16 and over that is currently in the labor force is 73.5 percent. This is well above the statewide average of 70.8 percent. This average fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin and Calumet County are well above the national average which is currently 65.4 percent. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is restrictions on future job growth for the region. How do you create more jobs, if there is not a pool of available workers?

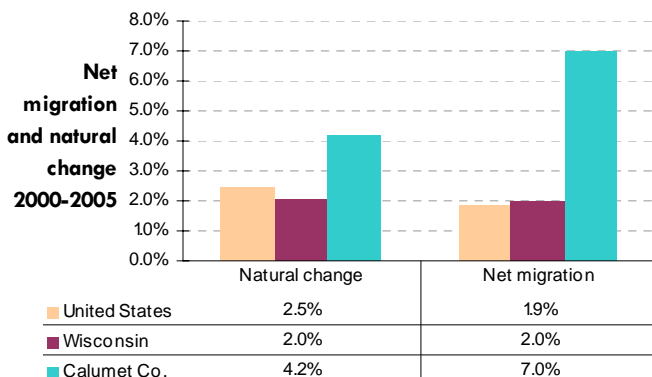
The makeup of the county's population by age group is different than the state and nation as well. The percentage of the two youngest groups (those 16 to 24 years old and 25 to 59 years old) are above the state and nation, while the group

Five largest municipalities in Calumet County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Calumet County	40,631	45,151	4,520	11.1%
Appleton, City*	10,974	11,237	263	2.4%
Harrison, Town	5,756	8,223	2,467	42.9%
Chilton, City	3,708	3,782	74	2.0%
New Holstein, City	3,301	3,326	25	0.8%
Brillion, City	2,937	2,974	37	1.3%

*Calumet County portion only

Source: Wis. Dept. of Administration, Demographic Services, August 2005



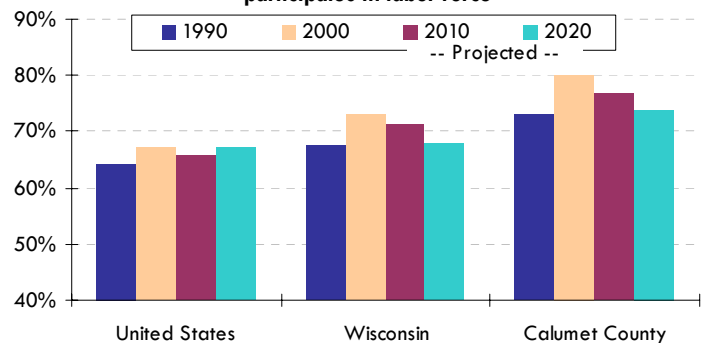
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Calumet County
Total population in 2000	281,424,602	5,363,715	40,631
Population est. Jan. 1, 2005	295,160,302	5,580,757	45,168
Change	13,735,700	217,042	4,537
% change	4.9%	4.0%	11.2%
2005 Labor force population*	224,837,000	4,339,938	34,798
Share of total population	76.2%	78%	77.0%
Labor force	147,125,000	3,071,179	25,524
Labor force participation rate	65.4%	70.8%	73.3%
2005 Population 16 yrs. & over	228,621,674	4,417,313	35,017
16-24 yrs old	37,489,370	743,764	6,065
Share of population 16+ yrs	16.4%	16.8%	17.3%
25-59 yrs old	142,248,896	2,708,865	22,451
Share of population 16+ yrs	62.2%	61.3%	64.1%
60 yrs and older	48,883,408	964,684	6,501
Share of population 16+ yrs	21.4%	21.8%	18.6%
Projected population: 2020	335,804,546	6,110,878	53,473
Population 16 yrs. & over	264,085,104	4,869,573	41,634
16-24 yrs old	37,918,865	681,586	5,786
Share of population 16+ yrs	14.4%	14.0%	13.9%
25-59 yrs old	150,678,402	2,756,884	24,977
Share of population 16+ yrs	57.1%	56.6%	60.0%
60 yrs and older	75,487,837	1,431,103	10,871
Share of population 16+ yrs	28.6%	29.4%	26.1%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

over 60 years is below the state and national average. This is most likely a result of the high percentage of population growth from net migration. This has a positive impact on economic development as the area has a greater share of young workers able to enter the labor force to replace retirees than in other areas of the state and nation.

Revised Labor Force

The county's labor force experienced its largest increase of workers between 1993 to 1994 when it increased by 979 workers. This was the period right after the recession of 1991. The county's unemployment rate was also on a decline, at the time reaching 2.3 percent in 1999, just prior to the most recent recessionary period. Since that time, the county's labor force has decreased and is in the process of recovery. Currently the labor force for the county is at 25,524. Part of the large drop in the labor force between 1999 and 2000 was a change in estimation techniques brought on by the 2000 Census and the break of Winnebago County from the Appleton/Oshkosh MSA (Calumet and Outagamie Counties) into a separate MSA.

While the recession began in 2001, the unemployment rate in the county did not peak until 2002 when it reached 5.0 percent. Since that time, the number of unemployed as well as the rate has dropped considerably. Although the rate has moderated during the last year, the number of workers estimated to be unemployed remains near the long term average of 1,020 for the period.

Calumet County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	21,493	20,086	1,407	6.5%
1991	21,879	20,424	1,455	6.7%
1992	22,399	21,188	1,211	5.4%
1993	23,092	21,986	1,106	4.8%
1994	24,071	22,960	1,111	4.6%
1995	24,588	23,460	1,128	4.6%
1996	24,737	24,010	727	2.9%
1997	25,174	24,387	787	3.1%
1998	25,231	24,556	675	2.7%
1999	25,366	24,789	577	2.3%
2000	24,167	23,518	649	2.7%
2001	24,569	23,596	973	4.0%
2002	24,945	23,700	1,245	5.0%
2003	25,512	24,279	1,233	4.8%
2004	25,524	24,515	1,009	4.0%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Calumet County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

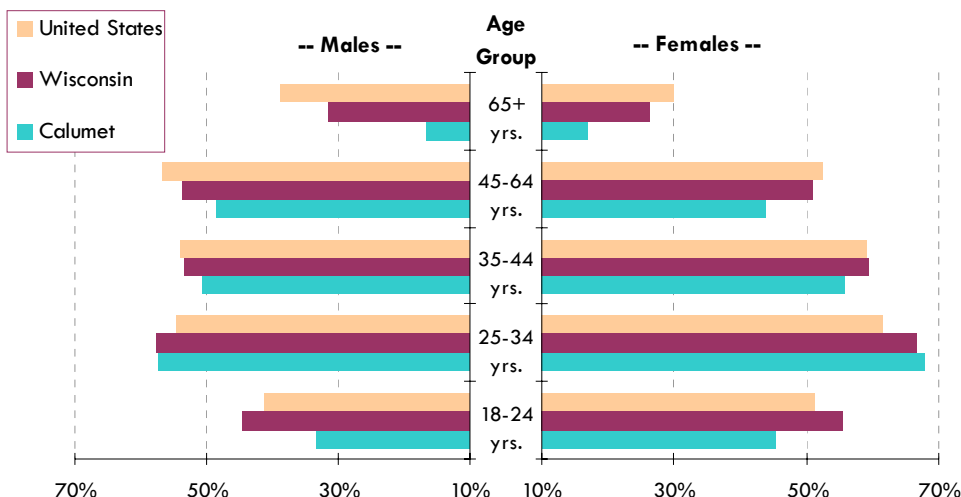
Among the ways which experts measure the overall quality of

a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages at many of the five age levels for both male and females related to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university). An exception to this is the 25-to-34 year age group for females where the percentage of females is well above the state and nation. One other exception is the percent of males in this age group that exceeds the national average.

Education attainment among females in the county exceeds that for males in post-secondary education in the three age groups under age 45. While the percentage of males in the groups aged 45 to 64 exceeds the percentage of females with post-secondary education. The percentage is the same for the two groups in the population over age 65.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Average annual wages in Calumet County were at 77.7 percent of the statewide average in 2004. The county exceeded the statewide average wage in only one industry group, natural resources.

The highest paid industry in the county is manufacturing at \$39,607. The wage in this industry was at 89.7 percent of the state's average. Construction is the next highest wage industry at \$34,433.

Manufacturing has the greatest number of workers of any industry group and provides over 32 percent of the county's jobs. These jobs represent nearly a half (47.6 percent) of all wages paid in the county for a total of nearly \$165.9 million. While employment and wages for this industry are the highest in the county, the industry sector also had the second greatest loss of jobs between 2003 and 2004, declining by 50 jobs. Some additional job loss in this industry has been experienced during 2005.

Trade, transportation and utilities had the second highest number of workers, and is the second largest source of the county's total wages. This industry has also added the most jobs during the year (154).

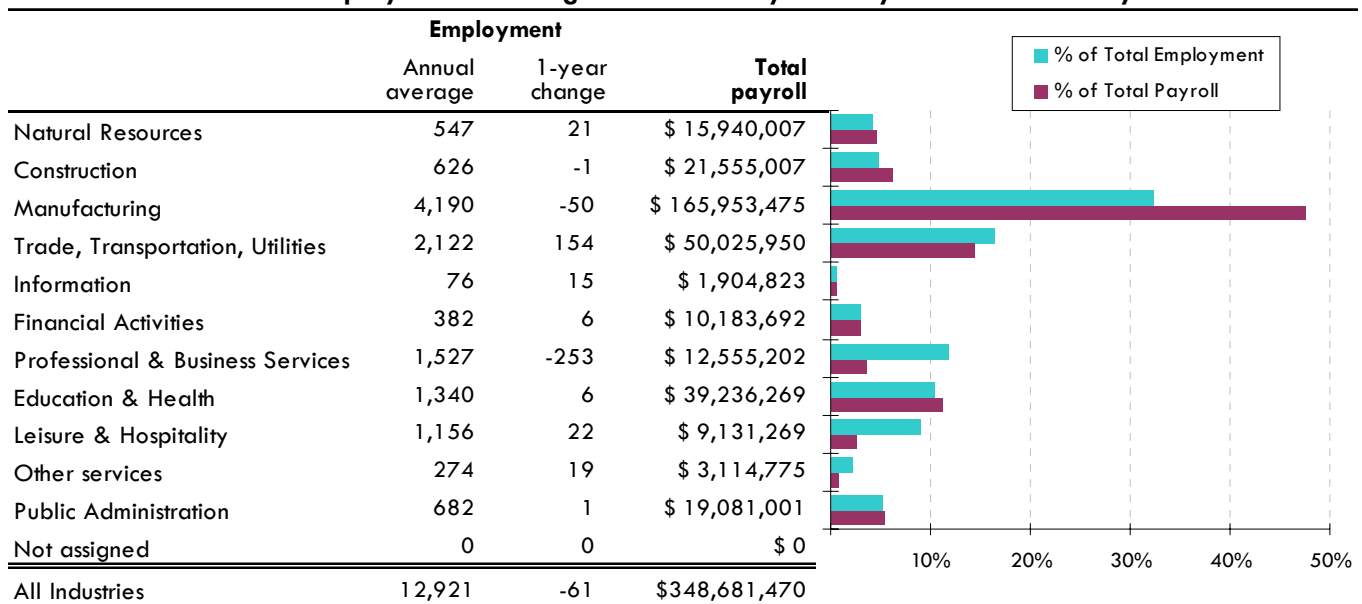
Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Calumet County	Wisconsin	% change
All Industries	\$ 34,749	\$ 26,986	77.7%	8.6%
Natural resources	\$ 27,399	\$ 29,141	106.4%	13.0%
Construction	\$ 41,258	\$ 34,433	83.5%	4.9%
Manufacturing	\$ 44,145	\$ 39,607	89.7%	7.5%
Trade, Transportation, Utilities	\$ 30,088	\$ 23,575	78.4%	3.1%
Information	\$ 41,759	\$ 25,063	60.0%	-15.7%
Financial activities	\$ 45,103	\$ 26,659	59.1%	0.9%
Professional & Business Services	\$ 39,580	\$ 8,222	20.8%	78.1%
Education & Health	\$ 36,408	\$ 29,281	80.4%	5.9%
Leisure & Hospitality	\$ 12,295	\$ 7,899	64.2%	-0.8%
Other services	\$ 20,207	\$ 11,368	56.3%	-0.6%
Public Administration	\$ 36,347	\$ 27,978	77.0%	4.2%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

This is not to diminish the importance of the other industries in the county. It is important that an area have a wide diversity of industries to balance its needs as well as to provide buffers to the up's and down's in the national economy during the annual economic cycles each industry experiences. Overall, the number of jobs in the county declined by 61 in 2004.

2004 employment and wage distribution by industry in Calumet County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Calumet County

Establishment	Product or Service	Size (Dec. 2004)
Tecumseh Power Co	Other engine equip. mfg.	500-999 employees
Payroll Alternative Inc	Temporary help services	500-999 employees
Brillion Iron Works Inc	Iron foundries	500-999 employees
Ariens Co	Lawn & garden equip. mfg.	500-999 employees
County of Calumet	Executive & legislative offices, combined	250-499 employees
Onsite Engineering & Management Inc	Engineering services	250-499 employees
Kaytee Products Inc	Other animal food mfg.	250-499 employees
Buechel Stone Corp	Dimension stone mining & quarrying	250-499 employees
Endries Intl Inc	Hardware merchant whslrs	100-249 employees
Calumet Medical Center Inc	Gen. medical & surgical hospitals	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Calumet County

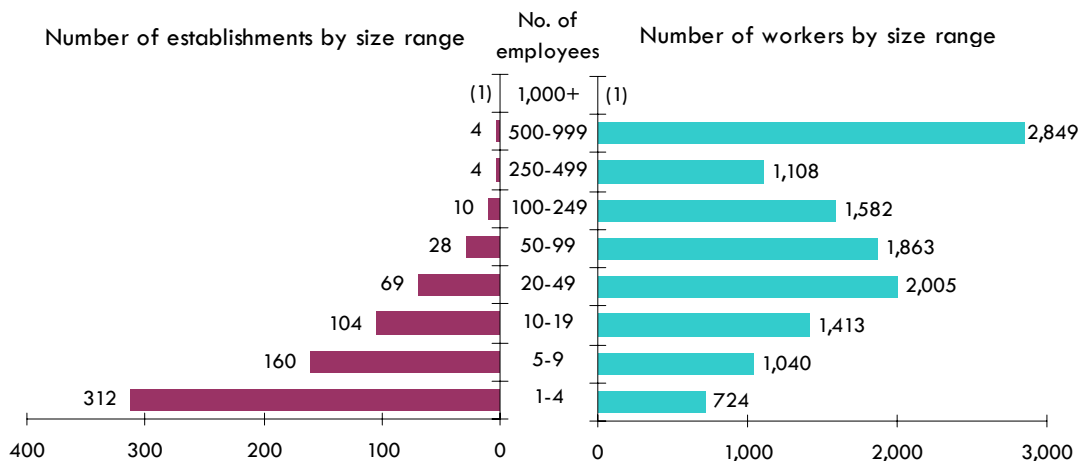
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Machinery manufacturing	6	1,689	67	-1,341
Administrative and support services	*	*	not avail.	not avail.
Food services and drinking places	47	958	60	97
Primary metal manufacturing	*	*	not avail.	not avail.
Food manufacturing	10	861	144	250
Educational services	7	605	13	-8
Executive, legislative, & gen government	16	589	-32	7
Merchant wholesalers, durable goods	21	577	67	79
Fabricated metal product manufacturing	16	562	-71	-150
Professional and technical services	39	477	329	326

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Calumet County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

As mentioned on the previous page, Calumet County has a concentration of jobs in the manufacturing industry. The percentage of jobs in this industry (32 percent) is well above the national average of 11 percent. This is reflected in the county's ten largest employers. Four of the ten largest companies and largest industry groups are in manufacturing. It should be noted that there have been substantial layoffs by the county's largest employer in the last year, and subsequent lists may show this employer at a much lower position.

It is not unusual that government services such as county government to be in the group of the ten largest employers. These employers are limited in number and provide services to large sectors of the population and therefore tend to have a concentrated number of workers. This often includes school districts, which are included in educational services in the largest industry groups list. Educational services includes both the public and private educational facilities.

The graph on the bottom of this page indicates that the majority of the county's employers are small, employing less than 20 individuals. This group accounts for 83.5 percent of all employers in the county, and provide 25 percent of the jobs. Large employers with at least 100 workers make up just 2.5 percent of the employers, but provide 44 percent of the county's jobs.

Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what the wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Calumet County was \$31,880. The county's PCPI ranks 6th highest of the state's 72 counties in amount and 8th in its five year growth rate. PCPI in the county was \$1,195 above the state, and \$408 above the nation.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI was high even though the average annual wages are below the state average. A smaller percent of the population is over age 60 and a larger portion of the population is employed. This pushes PCPI up slightly. This is also affected by the high percentage of jobs in the manufacturing sector where the average wage is well above the county's per capital income. Although there have been job losses in this sector, this trend has not yet adversely affected wages.

High PCPI is usually associated with metropolitan counties. While Calumet is largely rural, it is part of the Appleton MSA, with a portion of the county's residents living in close proximity to the City of Appleton.

Total per capita income is influenced as well by sources other than wages. Net earnings make up 75 percent of the county's total income. This is above the state average of 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income and

transfer payments.

The county has a slightly below average share of its population at retirement age, and it also has a higher percent of the its population in the labor force than the state. Counties with a higher percentage of young residents generally have a higher percent of the PCPI derived from wages.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005